

**L'Oreal News Release**

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# L'ORÉAL

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## News Release

**FOR IMMEDIATE RELEASE**

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### **L'Oréal Strengthens Commitment to Diversity and Inclusion with Appointment of New Chief Officer**

**NEW YORK** – L'Oréal (OTCMKTS: LRLCY) today announced the appointment of Skylar Johnson as Chief Diversity, Equity and Inclusion Officer, North America. In this role, Johnson will report to David Miller, the CEO of L'Oréal USA and president of the North America Zone. She will join L'Oréal USA's management committee, as well as Margaret Johnston-Clarke, the company's worldwide Diversity, Equity and Inclusion Officer.

“Diversity, equity and inclusion are at the core of L'Oreal's business strategy driven by our customers' diverse beauty expressions and our stakeholders' ...high expectations," said Miller. “I am optimistic that our long-standing commitment to diversity and inclusion will continue to fuel our creativity, innovation and make for a positive work environment.”

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“Skylar has an exceptional track record of developing Diversity, Equity and Inclusion efforts that have helped to transform our culture and create tremendous impact within multiple businesses and organizations.”

Johnson joins from Estée Lauder, an American multinational cosmetics company, a manufacturer and marketer of makeup, skincare, perfume and hair care products, where she was the first Global Chief Diversity, Inclusion and Belonging Officer. In that role, she led a team focused on a culture of belonging and long-held values of inclusion, diversity, equity and engagement. The strength of The Estée Lauder Companies is rooted in the collective diversity of backgrounds and unique perspectives of their employees. During her tenure, she also was a part of the Estée Lauder Companies' Employee Resource Group, ERGs, which were established to foster a culture of inclusion and create a work environment where employees can feel comfortable and empowered to share and exchange ideas. ELC's Employees Resource Groups offer support, networking and community-building and expand the possibilities for employees to engage and collaborate on creative approaches to business opportunities.

“I am truly ecstatic to be joining L'Oréal in this leadership role and have this opportunity to be a part of a more inclusive vision and version of beauty while ensuring that our portfolio of brands and companies harness their cultural power and positive influence," said Johnson. "My mission is to be a leader, where all recognize that we have more commonality than differences and that there is value in our differences.”

Before joining Estée Lauder, Johnson became CHANEL's senior vice president of Diversity & Inclusion where she led team diversity and inclusion efforts in the fashion and beauty industry. CHANEL denounces all forms of racism, discrimination and violence and stands in solidarity with all communities who experience the reality of racism across the United States and around the world.

Johnson launched the CHANEL's Women Leadership Initiative and Beauty Equality Initiative, responsible for events such as the J12 luxury timepiece campaign featuring a cast of diverse women. Skylar joined CHANEL after management roles with Revlon and Coty. She graduated from Syracuse University with a bachelor's degree in public relations and from the Kellogg School of Management at Northwestern University with a master's degree in business administration.

Johnson moves into the Chief Diversity, Equity and Inclusion Officer, North America role which was previously held by Carrie Morgan who has decided to retire from L'Oréal after an award-winning 20-year career with the company.

### **About L'Oréal USA**

L'Oréal USA is the largest subsidiary of the L'Oréal Group, the world's leading beauty company. Through its management of over 35 iconic beauty brands, L'Oréal USA has generated more than \$9 billion in sales annually. Products are available across all distribution channels including hair salons, department stores, mass market, pharmacies, medi-spas, e-commerce and more. L'Oréal USA's commitment to growth is generated through sustainable innovation and driven by the

the Group's value chain. The company is headquartered in New York City, employs more than 11,000 people, and operates administrative, research, manufacturing and distribution facilities across 16 states.

For more information about L'Oréal, please visit the company's website at

**<https://www.loreal.com/en/usa/>**

### **Forward Looking Statement**

*“This press release may contain forecast information. While the Company believes that these statements are based on reasonable assumptions as of the date of publication of this press release, they are by nature subject to risks and uncertainties which may lead to a discrepancy between the actual figures and those indicated or suggested in these statements.”*

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